

Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 25 February 2021. The following agenda items were discussed:

MISA response to COVID-19

The employer reported that some employees are working from home and some are rotating in terms of going to the office and that all protocols of COVID-19 are being adhered to. The PSA raised grave concerns about the employer's non-compliance to the Directive on COVID-19 issued by Department of Employment and Labour. The PSA rejected an oral report and requested a written report on this matter. The employer agreed to provide the PSA with a written report and a risk assessment plan in due course. After a lengthy deliberation, the employer reluctantly admitted that it was caught wanting in some areas in the management of COVID-19. The employer agreed to reconfigure its OHS Committee and include labour to ensure that the Committee does its work related to the management of COVID-19 effectively. The employer also committed to addressing the challenges faced by many employees who are working from home but do not have the tools of trade.

Compliance to OHS Act

The employer reported that it was still struggling to secure a date with the Department of Employment and Labour for the inspection of the building, but it will continue to make a follow up for the inspection. The PSA voiced disappointment and dismay as this was the same report the employer provided in the last DBC and requested all correspondence and follow ups made to the Department of Employment and Labour. The PSA indicated that this matter needs to be escalated to the office of the Inspector General if there is no cooperation from the Labour Inspector or manager concerned.

MISA organisational structure

The employer indicated that MISA management will withdraw the current submission at the Minister's office to realign and or review the entire structure of MISA as opposed to the review of one Chief Directorate only. The employer further indicated that labour will be consulted in the process of reviewing or realigning the structure to the revised strategy of MISA. The PSA welcomed the report as this is exactly what the PSA was canvassing with the employer that it cannot review or realign one Chief Directorate only but the entire structure. The PSA is also pleased that the employer indicated that during the process of review or realignment of the structure, it will also address issues of incapacity or lack of capacity in some Directorates as raised by the PSA.

Performance assessments: 2019/20

Finalisation of the 2019/20-performance assessments was disrupted by the lockdown in 2020 and the DPSA gave Departments until 31 March 2021 to conclude the assessments. The PSA enquired about the status and whether MISA will be able to meet the deadline set by the DPSA. The employer indicated that it started in December 2020 with the process and that assessments of all employees will be done and implemented on Persal by 31 March 2021.

GENERAL MANAGER